

2) Chron

NOTE TO [REDACTED]
[REDACTED]

25X1

25X1

It is hard to believe that Personnel is serious about getting good answers to the attached when they ask such casual questions. The SIS Staff should have the data to ask more constructive questions that might lead to more useful results.

As examples, off the top of my head:

- Do new SIS entrants have the experience and training to perform effectively in the Agency's senior positions? If not, how do we fix it?
- Are the right kind of training opportunities available for SISers to give them both the special knowledge, as well as the broadening knowledge, that they need for their current and possible future jobs?
- Does the SIS foster putting our best people in our most challenging jobs? If not, how do we fix it?
- Are sufficient numbers of SISers considered Agency rather than directorate resources to create an adequate pool of senior Agency managers?
- How many SISers have taken sabbaticals? Too few? Too many? How did the organization/individual benefit?
- How is the bonus system working? Do people believe the right people are receiving them? Are bonuses seen more as incentives or disincentives?
- Are we losing SISers to private industry or other organizations at an unacceptable rate? If so, why? What can we do about it?
- Is the evaluation process for SISers about right? Should it be streamlined?
- How many SIS positions are allocated to specialists vs managers? Should there be more? Do these include technicians and engineers (particularly in the computer field) as well as senior analysts and case officers?
- How many lateral entries from outside the Agency have there been? What should be an acceptable number to insure enough new ideas and fresh air without locking out too many opportunities for internal people?

- What needs to be done to make our SIS corps more representative of our overall work force? (If you haven't seen it yet, this month's "Fortune" magazine has a couple of useful insights about the barriers that some women face in breaking into senior ranks.)
- Some time ago someone came up with an idea that we forwarded to Personnel about converting part of the SIsers' accumulated leave into investments of some kind in such a way that would benefit the employee and the organization, as well as the government. Whatever happened to that?

Good luck! I'd be interested in knowing what else you or the SIS Staff might come up with.



EA/DDCI

25X1

Attachment